



# ACQUISITION CAREER EXPERIENCE (ACE) PROGRAM

**ACQUISITION SUPPORT CENTER**  
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# ACE Program

**Program Overview**  
**Rimestad**

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# ACE

## PROGRAM OVERVIEW

## WHAT IS THE ACE PROGRAM?

- Two-year, paid, summer employment program sponsored by the Acquisition Support Center
- Recruit undergraduate sophomore and junior college/university students who are:

Full-time students in good standing;

From various scholastic disciplines that underpin acquisition; and

U.S. Citizens

If applicable, need to qualify for a security clearance

## WHAT ARE THE BENEFITS TO THE ASC AND OTHER ORGANIZATIONS?

- Opportunity to infuse new ideas into Army acquisition programs and processes
- Recruit and train our leaders of tomorrow
- Have high potential, educated, well-rounded students work for us now, and hopefully after college graduation

## WHAT ARE THE BENEFITS TO THE STUDENTS?

- Develop broad-based application of business, science, and technology
- Develop/refine problem solving skills, ability to work in teams, and enhance functional skills
- Learn from a mentor who will guide, advise, and share insight as well as lessons learned
- Gain experience in acquisition career fields
- Work on challenging projects

# ACQUISITION CAREER MANAGER'S ROLES AND MILESTONE SCHEDULE

- October/November - Contact organizations/students - work during holiday break
- November/December:
  - Announce program for following summer
  - Contact local colleges/universities for recruitment
  - Contact organizations and solicit participation in program
- December/January - Contact students to determine interest in returning for next summer
- January/February:
  - Receive Project Descriptions from organizations
  - Develop consolidated matrix of available positions
  - Schedule college/university visits
  - Schedule selection board
  - Conduct recruitment of students

# ACQUISITION CAREER MANAGER'S ROLES AND MILESTONE SCHEDULE

- January/February – Accept applications from students
- March:
  - Scrub application packages
  - Host competitive selection board
  - Compile and distribute Relative Slating Lists
  - Slate students against available positions
  - Coordinate with organizations that will be funding students
- April:
  - Conduct mentor workshops
  - Prepare welcome packages for students

# ACQUISITION CAREER MANAGER'S ROLES AND MILESTONE SCHEDULE

- May/June - Conduct orientation sessions for students
- June/July/August:
  - Assist mentors and students, as necessary
  - Schedule and conduct local tours, meetings and/or conferences
  - Schedule and host end of summer wrap-up session
- Process Requests for Personnel Actions:
  - First summer in program - enter on duty and place on LWOP
  - Holiday break - return to duty and place on LWOP
  - Second summer in program - return to duty, promote (if requirements have been met), and place on LWOP

## SUMMER 2003 LOCATIONS AND NUMBER OF STUDENTS

- National Capital and Central West Regions
  - NCR - 15
  - APG - 6
  - Rock Island - 9
- Northeast and Central East Regions
  - CECOM - 18
  - Picatinny - 7
  - Fort Drum - 1
  - TACOM - 13
- Southern and Western Regions
  - Huntsville - 17

Total number of students on-board: 86

# PLACEMENT PROCESS AND ISSUES

Graduating students - by Location and ACF

- NCR                    1 = T; 3 = R; 2 = C
- APG                    3 = S; 1 = R; 1 = C
- Rock Island            1 = C
- CECOM                 1 = R; 1 = K
- Picatinny
- Fort Drum
- TACOM                 4
- Huntsville             9 = K; 1 = L ; 1 = C; 6 = S

Total number of students graduating:

# PLACEMENT PROCESS AND ISSUES

Student options upon graduation:

- May be considered for non-competitive placement upon completion and verification of 640 hours of qualifying work
- Must meet OPM Qualification Standards
- If Army internship positions are available, must accept conversion to an internship program within 120 days after degree completion
- May apply for Outstanding Scholar Program if possess a cumulative GPA of 3.45 or better
- Must possess 24 semester hours of business related courses (for contracting positions)

## PLACEMENT PROCESS AND ISSUES

- Regional Directors and ACMs coordinate with career program managers and organizational POCs to discuss placement of ACE students into intern or other positions
  
- Placement into intern or other positions may not be possible if:
  - Army implements a hold on hiring new interns
  - Organization, where student worked, does not have a vacancy to hire graduated student as a permanent employee

# WORKLOAD ISSUES

- Personnel:
  - Processing of RPAs
  - Providing information such as on benefits and time and attendance
- Recruitment:
  - Visiting local colleges/universities and attending job/career fairs
  - Posting announcement on college/university or other web sites
  - Coordinating with organizations on available assignments, names of mentors, and project descriptions
- Board and Slating Process:
  - Scrubbing applications
  - Preparing for and conducting selection board

# ACE

## TRANSITION PLAN DISCUSSION

# ACE Implementation – Roles and Responsibilities of ACM

- Develop Policy and Procedures
- Marketing at colleges/universities
- Advertising program within Army
- Soliciting assignments from Commands/PEOs
- Collecting application packages
- Screening for eligibility to apply for program
- Conducting the Selection Board
- Coordinating assignments and placement of students
- Letters of selection and non-selection
- Preparation of RPAs for CPAC/CPOC
  - Bring student on-board
  - Place student on LWOP
  - Return to Duty
  - Promotion
  - Reassignment/Resignation/Termination
- Security Clearances

## ACE 2003 Packages Received - 329

### National Capital and Central West Regions

NCR - 35

APG - 11

Rock Island - 35

### Northeast and Central East Regions

CECOM - 40

Picatinny - 30

Fort Drum - 1

TACOM - 72

### Southern and Western Regions - 105

# Option 1 – Continue With Program in place as is with ASC as Manager

## Pro

- ASC maintains centrally managed program
- Good program, numbers continue to increase
- Great opportunity for Army and students
- Success at placement into intern positions
- Contributes to replacing and revitalizing the aging workforce
- ASC has good reputation with Cmds/PEOs and students
- ASC funded positions helps managers with \$0

## Con

- Number of students increases yearly
- Labor intense – requires additional resources
- ACMs have become personnel managers without personnel authority
- Workforce members impacted because ACM is dedicated to ACE
- Hiring/placement/management is not ASC mission
- Success of program is dependent on offices/processes over which ASC has no control (CPAC/CPOC)
- Interviews are not conducted

## Option 2: Transition Program to Commands and PEOs

### PRO

Cmds/PEOs more familiar with org'n needs - already fund many slots

ASC in oversight role to maintain program focus

Less personnel administration by ACM, ACM available to focus workforce career management

Cmds/PEOs may conduct interviews

ASC could elect to continue funding some slots

Program continues to contribute to revitalization of workforce

### CON

ASC will have to train Cmd/PEO staffs

Marketing strategy requires development

Students may blind to stove pipe assignments

ASC loses recognition of a successful program

May require top down direction to participate

## Option 3: Transition Program to M&RA for CPAC/CPOC

### PRO

CPAC/CPOC are personnel experts

SCEP is currently in place whereas ACE specifically targets acquisition disciplines

ASC could use funding for other programs

ACMs assume role of workforce career managers

### CON

Concerns over implementation without ASC oversight

No more ASC funding slots for managers without \$0

Less (or no) control over program implementation/execution

CPAC/CPOCs understaffed

ASC loses recognition of a successful program

## ACE Option 4: Eliminate Program

### PRO

Permits ACM to focus on workforce career management

Gets ACM out of personnel management

Commands/PEOs should use SCEP as originally intended

### CON

ASC loses opportunity to hire potential acquisition leaders

Lost source to replace aging workforce

Cmds/PEOs without \$ lose funded slots

ASC loses recognition of a successful program

# ACE – Summary and Recommendation

## Options Discussed

Solicit additional Pros/Cons of ACE Program

Recommendation: Conduct an IPT

# ACE On-Line Application System

ACE Homepage:

<http://asc.rdaisa.army.mil/programs/ace/default.cfm>

ACE On-Line Application System:

<https://webportal.saalt.army.mil/testarea/ace/>

# ACE 2004 Program – Quick Look, Kelly Terry

## **2004 Year Group - Program Milestones**

Release Announcement  
Close Application Window  
Board Nominations  
Regional Scrub of Applications  
    Ongoing  
    Final  
Convene Board  
Location  
Host  
CPAC/CPOC coordination  
Release RSL  
Extend Offers  
Commence YG04 Program

## **2003 Year Group - Program Milestones**

Holiday Return  
Contact regarding Summer 2004  
Deadline for Commitment  
RPAs  
First Day

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